

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

January 20 – 21, 2005

MINUTES

THURSDAY SESSION

EXECUTIVE SESSION

MEETING CALLED TO ORDER at 10:34 a.m.

ROLL CALL – quorum was present

GREETINGS: Lorne Sanford, Region 4 Administrator welcomed all to Tumwater.

He shared apprenticeship stats provided to him by Ed Madden, Apprenticeship Coordinator, Region 4 Southwest Washington. Apprenticeship in Washington State means business: real skills, real jobs, and the numbers back this up. There is one regulatory council consisting of seven members and 14 L & I employees who promote, consult, recommend, approve, register, and record in the industry to find workforce development systems consisting of 43,778 employers who provide paid on-the-job training and assure skilled competencies to 13,338 apprentices who pay taxes because they earn as they learn in one of 609 occupations: each skill qualification is outlined and 244 standards of apprenticeship with qualifications, selection, and wage progression are determined by 214 sponsors with employer and employee industry representation and responsibility. Is there a more efficient or effective model?

Melinda Nichols asked Bruce Zeller, L&I apprenticeship committee chair, and Alice Curtis, L&I Apprenticeship Coordinator, to share a very exciting event that is happening here today. Many years ago Mr. Zeller was at a conference with Al Link, and they were discussing apprenticeship and the fact that there was no apprenticeship in state government. From that date forward, they've embarked on a process to bring apprenticeship in the state government. They'll tell you, it hasn't been an easy process.

Bruce Zeller reported there's been many points in the process and had to step back and start over again. A typical apprenticeship program does not meld well with state government. So getting apprenticeship to meld with state government has been a challenge for our committee. I'm proud to say that in state government apprenticeship today is alive and well.

Today we have brought some of our apprentices in to introduce to you. I want to start by introducing our first journey-level field auditor, Billie Mersin. She's in Region 4 and she graduated this last summer.

The subject of the conversation that Al had with me at that conference was why, with the high turnover that we have in insurance services with claims managers,

don't we have apprenticeship programs that bring people in and help us with our retention issues and our training issues? Today I'd like to introduce to you the first class of claims adjudicators here at L & I. They've finished their training. Their OJT will go until June, and then they will become journeymen.

With that, I'd like to introduce Audra Parker, Julie Sturdivant, Robert Buchanan, Ivan Singler, Della Jackson, and Shelly Sergeant. Currently at L & I we have 64 apprentices going through apprenticeship programs. That number grows every quarter as we add more claims adjudicator apprentices. The program in insurance services is extremely successful at this point, and we look forward to having some highly skilled and highly trained claims adjudicators to work the claims. We're hoping, and based on what we're seeing, we're expecting the turnover in insurance services to be reduced, improving the quality of the claims management and improving the services that we're able to provide the people of the state of Washington.

Alice Curtis shared that this is the first group that went through. There were a lot of changes as they went along, because when the program was developed, we didn't know all the "what-ifs". So they went through a lot of feedback, and there have been a few changes to the program because of this group.

MINUTES: M/S/C October 21 – 22, 2004 as written.

CERTIFICATES OF MERITORIOUS SERVICE:

Name

Organization

Phil Lafond
(previously issued)

Southwest Washington Electrical JATC

Richard G. Frank

Western Washington Sheet Metal JATC

Mr. Harris made a couple of comments. I've enjoyed my years serving on the training committee. One of the things that I've tried to do through my years on the committee is be an educator for apprentices in terms of talking to them about their future with respect to their pension plans, their health and welfare plans, and that sort of thing, our VEBA medical savings account; and trying to encourage them to be thinking long-term, not only in terms of their livelihood, but also in terms of retirement, and start planning now so that they can have the kind of retirement that we all would like to enjoy in later years. And it's been a pleasure for me.

I would also like to comment that our committee, we work very well together, labor and management. I don't recall any contentious issues. We seemed to always have the same mind-set and we focus on our apprentices, both the employer and the union reps. I think it's worked very well, and I'm very pleased and proud to be associated with it.

Tom R. Harris

Western Washington Sheet Metal JATC

On behalf of Western Washington Sheet Metal, we'd like to thank Tom for his years of service, not only to the sheet metal industry, but with Tom's commitment to apprenticeship in general in 2004; he was awarded the Bruce Brennan Memorial award. So he's helped all of us in this room with apprenticeship over the years so . . . Thank you, Tom

CORRESPONDENCE: M/S/C as presented

REPORTS:

State Board for Community and Technical Colleges

Pat Ward, program administrator with the State Board for Community and Technical Colleges and now media consultant for the Council reported: I wanted to talk about a couple things.

One of them is related/supplemental instruction. We've been working about a year so far on the revised process that we worked out with the L & I staff, and it is working wonderfully. This quarter we were asked to review just one RSI proposal, and because it was based on current standards from another group, we didn't have to meet because L & I staff sent it to me, we figured out it was identical, and so rather than people traveling and having to meet, we can now do it by e-mail and teleconference. The process is working. It's streamlined. It's cost-saving. We reviewed this one just through e-mail and by phone, and approved it. It was the only one we had this quarter.

Some of the State Board projects relating to apprenticeship. The first one is the tuition waiver. We have sent a survey to our presidents. That came out of our finance office and has gone to our presidents, asking them specific things about each of the waivers that were changed. In relationship to apprenticeship, we've asked them to explain how the waiver changed, positively or negatively affecting enrollment, faculty workload, and their relationships with the organizations, like the training trust, the apprenticeship committees, businesses. We've asked them whether the college made a change to the journey-level person waiver for fall 2004, and if they did that, what impacts that's having.

We anticipate that the survey results will be back later this month; so at the next council meeting, we'll be able to report to you. We took this first step with our presidents because they're our direct constituent group, and so we wanted to know how it's working on the college and then will broaden it out to some of the other groups.

As far as the legislature and the enrollment requests go, before session even started, we were involved with the hearing in Everett where they were talking about construction industry shortages. That was the first one. That was in November. The other two have happened last week and then this morning, which were kind of tandem, talking with both the House and the Senate about enrollment and funding and priorities of government related to workforce training, economic development, and specifically with apprenticeship, as some of you were there, and I know that AI was at that one last week. So those are the hearings that we've had related to the session so far.

The operating budget for the community and technical college system, our access portion of it, we requested in our request for an additional new enrollment of 10,000 FTE. 10 percent of that would be dedicated to high-demand and high-cost programs. It would include 300 new FTE's that's set aside, currently 499. We're requesting an additional 300.

The Governor's proposal came back at 38.96 million and proposing 3,633 FTE, which is a substantial drop. The proposal would be 20 percent of the FTE's dedicated to high-demand/high-cost paid programs. Using a percentage, the same percentage that we used with the 300, that brings it down to 96 FTE targeted to apprenticeship. We're committed to supporting enrollment growth in apprenticeship, and any requests that we make to the legislature will include additional growth for apprenticeship. But it's important to remember that no matter what comes out of the legislature, these additional FTE's are a very small part of what the community and technical colleges are doing in apprenticeship. It's like less than 20 percent, because the other piece is coming out of the colleges' general operating budget. It's their decision. That's really important. And, of course, we ask for your support in the legislature for our budget request, whether we get what we asked for, which would be really nice, or whether we get through the Governor's budget.

I know that at the hearing last week we used a four-to-one headcount to FTE. Over the last three years our headcount to FTE ratio in 2001-02 was 4.7; in 2002-03 was 4.3; and in 2003-04 was 3.5. While the headcount drops, the FTE stays pretty flat.

Workforce Training and Education Coordinating Board

Heather Fredericks, Workforce Board, reported: We have a new governor. Part of her platform included regional skill alliances, which are the skill panel efforts that we have had here in our state since 2000. The initial funding for skill panels had been allocated from the state. It has been supported through a small portion of our discretionary funds from the Workforce Investment Act.

I'm here on behalf of Ellen O'Brien-Saunders and our board, to ask that if you hear about it, we would love to have you support us as we ask Governor Gregoire to reinclude this back into her new budget.

We do this as a very cost-effective measure, and it's been a great way for business, labor, and education to connect and build alliances that help leverage funds and create new options for workforce development.

On another note, in my spare time, I am a board of director member for Big Brothers and Big Sisters and its National Mentoring Month. Part of why I actually do what I do is really because of the involvement that I've had over the years with apprenticeship. Apprenticeship is probably the original form of mentoring. And so thank you for what you do, because it does create a whole new world for people, whole new options, gives them a dedicated course and a dedicated life.

Remember, it is National Mentoring Month.

Vice-Chair Nichols inquired of Ms. Fredericks regarding the discussion about skill panels and as folks in the apprenticeship community have noted, we have had skill panels for at least 50 years. We probably have over 200 skill panels around the state of Washington. The question would be, how are the skill panels that you're talking about developed? And is there any way to utilize the information that we already have, which we don't charge the state any money at all for

Ms. Fredericks replied in the affirmative. The skill panel initiative that has come - they're right now in the Governor's platform, she called it "regional skill alliances" - have been kind of a sectoral-based approach to bring together business, labor, and education.

It is very similar in idea and theory to a labor-management committee that comes forward and builds something for a particular industry. One thing that has been really great about the skill panel funds has been that apprenticeship committees can actually be a fiscal agent and apply for those funds. We've had a couple that have done so. And we have had a lot of labor support in our skill panels. We have a construction skill panel, one over in Spokane, one here on this side of the state; and we have three manufacturing skill panels, which are exactly what we wanted to see supported in our state.

Employment Security Department

Jess Wilson reported he had four quick things to bring before the group here today.

The first one has to deal with incumbent worker training in our state. Currently we have two projects that are funded with Governor's discretionary funds. The one that I'd like to talk about right now is called WIA SAT, Workforce Investment Act, Statewide Apprenticeship Training. With that we use discretionary funds to target specific skill panels. We use the skill panels to fold in what the local areas, the workforce development areas, around our state do with this money. Only the WIA's are eligible. They use the community college system to provide the training. All the programs for WIA SAT are up and operational. Currently we are receiving quarterly reports that are due at the end of the month. We'll be doing implementation reviews very shortly as well. Some of the programs are education, health care, construction, as well as firefighting.

The second one is a project that's currently going on. It's called Local Demand Side Training. Again, the skill panels are folded in as we look at how we target those funds. There are some possible trades-related training associated with that. Again, the WIA's are the eligible applicants, and there's about 700,000 that's being funded through Local Demand Side Training. I would like to note that over the past five years, as we look at incumbent worker training, there has been over \$5.5 million plugged in through Workforce Investment Act dollars. I found it interesting that over seven and a half million is matched from employers. They are kicking in just as much, if not more, in this type of training.

Third, on a slightly different note, over the past year we've seen our unemployment decrease in Washington State, which is good news. But associated with that comes a reduction in funds. So what we saw a year ago in the low 7.2 or 7.3 percent unemployment rate, now we're seeing a high 5.7. Again, good news. But there's a reduction in funds. So incumbent worker training dollars are going to be reduced as a result of that.

Finally, my last point is that our apprenticeship Web site that the Employment Security manages soon will be taken down, and we're going to be merging and working with the apprenticeship division here at Labor and Industries. We're excited about creating a single point of access for our customers out there, that we can direct them through our one-stop delivery system.

Vice-Chair Nichols inquired if there would be an ability to get a report on the success of the apprenticeship-related projects that they have funded. If so, it would be great to have that at a Council meeting when it seems like they have information that would be useful.

Mr. Wilson answered in the affirmative and that if anybody has any questions on those, they would be happy to give an update. He said that it would take a while for them to start to evaluate the programs, to determine its success, and the outcomes.

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported on two items. At the last Council meeting, you had instructed Nancy Mason and me to meet with the Washington State Department of Transportation to check on federal highway administration money, the T21 money. That's one-half of 1 percent that can be used for training and apprenticeship preparation. Nancy and I had a really good meeting with Marvin Jenkins and his boss, Joe Medina from the Department of Transportation. We found out that in our state that one-half of 1 percent of this money has been allocated by the Washington State legislature to go towards construction projects. It's being used on construction work and jobs, and we don't want to ask to pull that away from jobs. At this time that's not an option to look at. However, in talking with them, they had found some money to use for support service money around the state. With the apprenticeship opportunities project and some other things in King County, we have some support service money for people going into apprenticeship that needs assistance. But we don't have that in a lot of other areas around the state. So right now Department of Transportation, Marvin Jenkins is working on trying to figure out how to allocate some of that money to people in need and how that will progress. It will be good to hear from them as they continue. We'll be working with them on that.

The other item I have is Nancy Mason asked me a question regarding related supplemental instruction (RSI). Right now, as we're working with newer industries to the apprenticeship system, such as health care and with the Labor and Industry, with your apprenticeship programs here, some of the programs are wanting to – are needing to – because of their industry needs – to front-load some of the classroom training. So the question was how does the federal government's rules and regs and interpretation, if there's any other interpretations of the 144 hours per year. I checked and we don't have any other interpretations. We simply have the CFR language, which is 29.5(b)(4). I'll just read one line of it, because it's the key one. What we say is: "A minimum of 144 hours for each year of apprenticeship is recommended." So it's recommended and it's also for each year. It doesn't have to say it has to be given in each year. So there is some flexibility in the CFR's. However, in your WAC's you have 144 per year, which is fine, so we're not trying to tell you to do it differently. You have the option to have it that way. However, I think it's up to the Council and you working with your legal person how you interpret that, because if somebody has a two-year program that's 288 hours for the two years and they'd like to have 200 hours the first year and 88 or plus the second year, but maybe it's not quite 144, are they going to be denied being able to do this training? It's a question that maybe shouldn't even be brought up. Maybe it could be down the radar screen, I think really you might want to address it. We have flexibility at the federal level, but you might want to decide how you want to handle that with the Council, because it is something that's going to be coming up more.

Office of Superintendent of Public Instruction

No Report

Higher Education Coordinating Board

Mike Ball, Director of the state approving agency with the Higher Education Coordinating Board, reported. We're the agency that's responsible for approving apprenticeship and OJT programs for the use of veterans' benefits.

Currently, to fill you in on some of the data we have, we have approximately 120 active facilities approved for the use of benefits serving approximately 750 trainees. One thing we've seen is, over a period of years, dramatic growth in this particular area for a number of reasons that I'll get into in just a minute. And by "active facilities" I mean those that currently have a veteran in those programs.

We have a number of other facilities we've had to place on our inactive list that are approved, but because they don't have someone, we can't consider them an active facility in terms of our VA reporting. One of the things that I'd like to mention to you, and it probably has been brought up before since it's been quite a while since I've had the honor of being able to come to one of the Council meetings, is David Crutchfield, who I'm sure some of you may be familiar with. I know some of the training coordinators are familiar with a member of our staff, developed a very serious illness is no longer able to participate as one of our team members. So we have hired an additional person who the training coordinators will be seeing as soon as we start the next round of visits.

I would like to introduce to you Laura Bach. Laura will be doing some of the approvals and she'll be doing some of the visits for us.

One other thing you probably noticed, we have a table outside the room here. We're going to try to get to as many meetings as we possibly can to basically update our current training coordinators and provide information to anyone who's interested in seeking approval for their particular training programs for the utilization of veterans' benefits. We're very interested in outreach. I think I mentioned, which was quite a while ago when I was here, that Congress is pushing outreach, particularly in the apprenticeship OJT area.

When I was last able to address the group, we didn't have any definite plans as to what was going to take place. I just want to inform you of one thing that was done within the last year in an attempt to provide outreach information to veterans. Through the additional funding by the Department of Veterans Affairs, the Higher Education Coordinating Board state approving agency was able to act as the executive producer of a video that basically explains the purpose of the GI Bill, explains the various programs within the GI Bill, but one of the areas that is highlighted within that video is the utilization of benefits within an apprenticeship OJT program. This video is being shown nationwide. Unfortunately we don't have television rights to this video. It was narrated by Fred Thompson, former senator, a star on "Law and Order," who released everything except the right to televise this. He wants a little more money if we're going to do that. So it's being shown nationwide at military bases, within VA hospitals, within briefings that are being done. Right now I haven't had the budget to obtain copies for distribution in Washington. Hopefully within this year's budget, we'll be able to obtain additional copies of that video to hand out to our coordinators and, obviously, to members of the Council. That's the major outreach activity that we've done within the last year.

In terms of our agency, we have done some outreach activities. We hope to do a lot more this year. If any of you have any ideas as to what we can do to encourage utilization of GI Bill benefits, please let me know. One of the major hurdles we're now encountering at the national level is, the VA has a policy of terminating individuals within apprenticeship programs once they reach the journeyman level wage, regardless of whether or not that individual has actually completed the training. We find that particularly occurring among those organizations where an individual is being recalled to active duty, particularly in municipalities. Where individuals are being recalled to activity duty, in an attempt to support those individuals, they continue to receive wage increases. They come back, they're still in the training program, and VA at that particular point says, too bad; you're no longer eligible to receive benefits.

One of my other functions in the past year and this year, I serve as the president of the National Association of State Approving Agencies. So that's one of our projects, to see if we can change that particular policy on the part of the VA.

Council Member Link was talking to Mr. Ball earlier about getting some numbers. It seems like we're creating more veterans daily. I don't know when they're going to get out of the Army or whatever service, but it's going to happen. I know you don't have the numbers, but we're going to have to start planning for that growth. Those people are going to come out of the service in their middle-20's. They're going to go into the community college system, and we need to figure out what we're going to do with them once they get out of the service. So anything you can do to help us with that would certainly be appreciated.

The other thing we talked about is a program through Dave's organization called Helmets to Hardhats. That would be a great avenue to utilize and we want to get that conversation going. Appreciate anything you can do for us.

MR. BALL: We have attended one of the Helmets to Hardhats meetings. I wasn't able to attend, but my staff was able to attend. We'll see what data we can get you. I'd just add one more thing, too, in terms of anticipation, both in terms of education and apprenticeship OJT. Not only are we going to have more veterans getting out of the service, the VA, as soon as they get the procedures manual done, has expanded some of the eligibility for veterans.

The other thing we're going to have to think of in terms of long-range planning is not only are there going to be more veterans, but there are going to be more veterans with disabilities. That's something we're also going to have to take into consideration as this influx of individuals comes back into the civilian workforce.

Vice-Chair Nichols: Jack Gilchrist, representing Helmets to Hardhats, said that last year 15,000 veterans went into apprenticeship by August of 2004. Mr. Ball expressed that it is an expanding field, and that they highly encourage veterans to do that. Unfortunately, most people aren't aware of that opportunity, and that's one of the reasons why we're pushing outreach.

Council Member Johnson: If I could. I'd like to make a motion at this time, because it seems pretty timely, the Helmets to Hardhats program has been endorsed by the Council in the past. What I would like to do is make a motion that the Council formally endorse this process. I will read the resolution so everybody's clear on what we're doing. What

we would be doing is adopting a direct entry language for any program that would like to participate for returning veterans to give them opportunities in construction industry or in apprenticeship in general, that the resolution reads:

WHEREAS the construction apprenticeship system is a worldwide model for training workers; and

WHEREAS there is a need within the construction industry for men and women with prior training that exhibit discipline, leadership, and the ability to work in a team environment and who are drug-free; and

WHEREAS the men and women returning from the United States armed forces have served their country with great distinction; and

WHEREAS these returning servicemen and women need to return to a country where there is an opportunity for quick reentry into civilian life so that they may become productive citizens and pursue the American dream; and

WHEREAS the State of Washington has a highly skilled construction workforce, as well as providing assistance to returning servicemen and women; and

WHEREAS the State of Washington, through the Washington State Apprenticeship and Training Council, has encouraged apprenticeship programs to use direct entry for servicemen and women into apprenticeship programs that they may graduate to journey-level status and that they may gain an associate's degree through the state community and technical college system; and

WHEREAS the partnership encourages construction workers to become active in the National Guard and reserves;

THEREFORE, BE IT RESOLVED that the undersigned partners and the joint apprenticeship programs represented by the signatures attached to this page fully commit to the Helmets to Hardhats program and specifically the Helmets to Hardhats veterans selection procedure, which I have a copy of as well.

My motion would be that we adopt this and that these signature pages be circulated to all apprenticeship training directors and apprenticeship programs, that are willing to participate in the Helmets to Hardhats program, and that the director of apprenticeship send in, with the form of a letter of recommendation, and request to the Governor's office that on behalf of the Washington State Apprenticeship and Training Committee, the Governor endorse the Helmets to Hardhats program.

Council Member Link second the motion.

Vice-Chair Nichols understood that the Council will vote on this motion tomorrow.

Council Member Link inquired of Madam Chair that this motion would be placed on the agenda.

Labor and Industries Affirmative Action Advisory Committee

Peter Guzman reported: We had two guest speakers yesterday that spoke to the Affirmative Action Advisory Committee. A representative from Legacy MetroLab spoke to us about direct policy and the importance of having an effective drug policy in place for employers and employees. Basically she said ultimately having a good drug policy in

place makes good business sense and assures that companies have a safe work environment and increased retention of its workforce.

We also had a representative from the Metropolitan Development Council in Tacoma. He spoke to us about their high-demand industry-training program. This program targets youth and adults interested in a career in construction trades. They provide for pre-apprenticeship training that consists of job readiness, retention, resume writing, interview development, job placement. They also provide some support services in providing clothes and tools. They're funded by Sound Transits, Tacoma Housing Authority, and the Workforce Investment Act Youth Council.

We also had an announcement that was given to me after the meeting from Marvin Jenkins from the Washington State Department of Transportation. They would like to announce they're facilitating two statewide workshop sessions, a total of 12 sessions, on the subject of TERO Tribal Employment Rights Office, and they're going to be speaking to TERO and contracting rights on the reservation. They also want to announce there's going to be a second workshop sponsored by Washington State Department of Transportation and the Office of Federal Contract Compliance, Equal Employment Opportunity Office. They're going to be discussing Title VI of the Civil Rights Act, disadvantage business enterprise, on-the-job training, contract compliance, and on-the-job training supportive services. Maybe some of the information that Anne was speaking to might be presented at one of these workshops. Marvin Jenkins indicated he will e-mail Michael Thurman with the information indicating the dates and times of the workshops.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

Nancy Mason reported that the ARTS system continues to have upgrades and improvements.

I just want to remind everybody that this year we will be doing the 2004 compliance reviews on every program, and this is a great opportunity for us to get our records accurate. Your apprenticeship coordinators should be having lists of who your training agents are, list of who your apprentices are so we can get those accurate in the systems.

Thank you, all of you, who have brought inconsistencies or spelling switches in people's names and things to our attention. Michael takes care of those as soon as they come in. ARTS continues to improve and we continue to upgrade the system.

General Administration, State of Washington

John Lynch, assistant director at the Department of General Administration, responsible for the division of engineering and architectural services, reported: We've been under the Governor's executive order for apprenticeship since it came out in 2001. I have a report. There are some copies of that on the table out in front as well. This is a summary of the contracts we have to date, which have had apprenticeship requirements in them. One side has completed projects, the other are contracts that are in progress.

In the completed projects, the apprenticeship utilization has been close to 17 percent, based on data we've received from contractors. Our active projects are running close to 20 percent. I'd like to point out a couple of large projects on the active list that you may be interested in.

The capitol building renovation project is our largest project. It's close to being complete. Out of more than 600,000 labor hours, about 24 percent were done by apprentices. The second-largest project on that list is at the veteran's home at Retsil, which is a skilled nursing project, new construction. More than 400,000 hours of total labor, which reached 19 percent apprenticeship. Those large projects are doing very well.

This past year, since January of '04, the executive order has asked us to put apprenticeship requirements on projects of \$1 million and above instead of two million, which we had done previously. That's increased a number of projects by more than a factor of three. It has also brought in more contractors and some smaller contractors. I think we're having a little bit of a challenge getting completed data reported from contractors. I mentioned this at the meeting last fall. We've asked our project managers to take a close look when they receive the monthly apprenticeship and labor data from contractors and compare those numbers against kind of an expected norm that you would see, or expect to see, for a project of a certain size and where the project is in its status. We hope that the data will get better as we go along. I think the project is working very well, with that one comment about making sure that we get complete information from contractors is a challenge right now.

Vice-Chair Nichols noted that the numbers of men and women, both in apprenticeship and journey level, look worse than it did in about 1980. Council Member Crane second what the Vice-Chair said and also wondered if there is anything that we can do in information that is given out to the contractors to say, "and there are women apprentices available." Even to, in some way, recognize those who do a good job as a way of starting culture that might be a little bit different than the culture is now.

Mr. Lynch responded: Well, I can work with the Department to kind of look ahead to perhaps the larger projects, and maybe there's a way to help the contractors bidding kind of get connected with more information. Now, we have a lot of work coming up. We have a large project in southeast Washington at the penitentiary, a \$100 million contract. The community and technical colleges have almost \$450 million of projects in the Governor Locke's budget. So we will be funneling a lot of work to the communities.

Oregon State Apprenticeship and Training Council

No Report

Washington State Coordinators' Association

William Bowser, representing Washington State Coordinators' Association, reported: We had our meeting yesterday at 1 o'clock. We heard reports from Nancy Mason with Labor and Industries; and Anne Wetmore of ATELS; Pat Ward with the State Board for Community and Technical Colleges; and Larry Walters from the Western Washington Coordinators' Association.

One item that the coordinators unanimously wanted to present to the Council was the question regarding recommendation made a few council meetings ago regarding retention. The coordinators had suggested that perhaps severances from apprenticeship for transfers to other programs or injuries or perhaps severance from probationary period, the Council would consider not counting those in retention rates. We're curious as far as where that was, especially given the '04 compliance reviews coming up. We would like a response to that sometime, please.

Nancy Mason had brought a representative from the Northwest Folklife Festival of Seattle, and the folks at the folk-life festival have donated a tent for the trades to display what we do, traditional handed-down craftsmanship from generation to generation to apprenticeship. We're looking forward to participating in that.

Also, Noah Seixas, with the University of Washington, who had just completed the noise and hearing study, five-year study involving the trades, gave a report as far as the conclusion of that study. It was certainly very humbling or disappointing, perhaps, to hear that on average construction workers lose one half of the dB of hearing every year they participate in construction, even though they have hearing protection. That was very humbling.

Jack Gilchrist gave a report regarding Helmets to Hardhats.

Nancy Mason announced that there are copies of the draft October 2004 minutes out on the information table. On Page 9 and 10, Mr. Bowser's questions are answered about his motion to the Council concerning the compliance review retention, the current position of that subcommittee. Mr. Kaiser read it into the record last October. The answers to his questions are there.

New and Emerging Apprenticeship Consortium

No Report

Secretary, Washington State Apprenticeship and Training Council

Patrick Woods reported on a couple of things very briefly.

One is the important work of John Lynch that he mentioned with the utilization. His ability to absorb that work into his ongoing operations has been tremendous, and his support in all of the process has been outstanding.

In addition, I wanted to recognize the fact that we have the historic moment of having the first apprentice who graduated from the state of Washington system here with us, Billie Mersin.

This is kind of an important event. It's been a long time coming, and there's been a lot of parties that were involved in it, one being Al Link, but also there's other folks. Ernie LaPalm was key in putting this together, and our former director, Gary Moore, also played a very important role in this.

For Labor and Industries, there are a number of issues up before the legislature that I think you would be interested in. The utilization bill is a Governor's request. That's something there have been hearings on, and we're very hopeful that it will pass this year. There's been a lot of effort gone into that.

In addition there is a prevailing wage bill that is a consensus bill with labor, business, and the awarding agencies ensuring that there will be enough resources to do surveys, to do compliance, and to do outreach. That is something. If you would like any additional information on that, please contact me or Nancy Mason.

Finally, the presentations before the legislature this last week have been outstanding with Melinda Nichols being a part of that panel, Al Link, and also Mike Ratko. I think the message of apprenticeship being the state's best training system is getting out and we are getting the attention that it deserves.

WSATC Compliance Review and Retention Subcommittee

No Report

WSATC Tribal Liaison Subcommittee

Melinda Nichols reported that Council Member Kaiser's not here today. I am also a member of that subcommittee. We have had continued meetings around the state with various tribal interests. And the last meeting we had was with the Lummi tribe up in Bellingham. Lummis are taking advantage of apprenticeship opportunities. They have approximately 20 tribal members in apprenticeship programs, including both building trades apprenticeship and merit shop apprenticeship.

It's a wonderful sort of a boost to their economy. And we are continuing to try to find funding for this initiative to help with coordination of those efforts from a tribal perspective as well as support for the individuals in the program through the ability to buy them tools, equipment, or a big issue, of course, is transportation. We will continue to make efforts to reach out to other tribes, including Colvilles and where Anne Wetmore is helping work on a tribal initiative in Eastern Washington. We think that this is an exciting thing for us to be doing and hope that it will continue to bear fruit.

WSATC Annual Report Subcommittee

No report.

WSATC Reciprocity Subcommittee

No report.

WSATC Special Subcommittee

No report.

WSATC Strategic Planning Subcommittee

No report.

WSATC Tie-Breaker Subcommittee

No report.

WSATC WAC/RCW Policy Subcommittee

Council Member Crane reported that the WAC Sub-Committee has a couple of subjects to report on.

Number 1 is the rule adoption related to the limited training agent use on public works, and the second one is the rule proposal relating to determining the needs relating to geographical expansion.

On the first one, the limited training agent use on public works, at the last council meeting the Council approved proposing the rules relating to the use of limited training agents on public works jobs. Two public hearings that were well attended were held on the rule proposal. The first was December 7, 2004 at the L & I Tukwila office, and the

second on December 9, 2004 at the L & I Spokane office. Approximately 60 people attended the hearings, and based on the comments received, the Council has made a change to the rule language. The pilot project for limited training agents on public works projects will be in Spokane County only. The rule will be in effect on April 1, 2005.

The policy that is currently in effect has also been updated as well to reflect the pilot is in Spokane County, too. The rule adoption is now ready for the Council's approval. In determining the need relating to geographical expansion, which is the second item, at the last council meeting the Council approved policy relating to geographical expansion of any program. The Council is moving forward to put this policy into rule, and there will be two public hearings on that. The first one is March 8, 2005 at the L & I Tukwila office starting at 9 o'clock in the morning, and the second one on March 9, 2005 at the L & I Spokane office starting at 11:00 a.m. The rule proposal is now ready for the Council's approval. I also wanted to ask Nancy Mason to report on the limited training agents policy. We did have a couple of limited training agents approved earlier under the old policy.

Ms. Mason noted that there are two limited approved training agents forms that came in from your adoption of the policy, and they are in Western Washington. One is in Centralia and one is in Olympia. We would ask for some guidance on how you would like the Department to handle that.

WSATC "Final Order" Status Report

Nancy Mason reported that the Councilmembers should have a pink handout and on page two of this handout are the more current cases for their review.

WSATC Members

Council Member Crane reported: I actually have a couple of announcements that I would like to make.

The first is through my day job, which is directing the office support jobs in Seattle, we have an apprentice utilization report for 2001-2002 for King County that is available on our Web site. If you didn't receive notification that that was available or a copy of the report, it can be downloaded from our Web site, which is www.courtjobs.org. It covers all of the public and private projects in King County that had apprentice utilization goals on them.

The second piece of my announcement is that we will be starting with the painters, the iron workers, the cement masons, and the bricklayers in King County on a pilot project on financial mentoring for apprentices. That will involve developing a short curriculum that can be used in apprenticeship classes, as well as financial counseling for apprentices who choose to participate or whose coordinators refer them to participate, as well as the development of a survival guide, a financial survival guide for apprentices. And that will be distributed statewide when that's completed. It's an 18-month pilot project that we're going to be working on.

The third issue is that under the WIA SAT program that was reported on by Employment Security, we have a small amount of money that is going to be used to do a study of women in apprenticeship and retention issues in the state of Washington. I've talked to a number of you about this already. We would really love to hear from you, if

you've got people that you would like us to contact who have got good stories that you think will help inform us on that issue or if you have input about things that you would hope that we would look at in that study. In order to do that, the person to contact in our office is Stephanie Kellner. Her phone number is (206) 728-3883, or she can be reached by e-mail at kellner.s@courtseattle.org.

Council Member Link reported: I have one thing that I would like to say from the Council, and folks know that I also serve on the State Board for Community and Technical Colleges. We were asked this morning to support their budget request, either theirs or the Governor's. And I would certainly hope that we would.

However, I think there should be some adjustments and increased funding for apprenticeship in that budget request. So there is a caveat for my support, is that the apprenticeship Council I think should support it, but we should sit down and negotiate what the real rates of pay are. This morning it was testified by the Council - by the State Board that there's four FTE, and we heard that. The question was asked from the Senate Committee to one of the State Board people that was testifying, how much went to apprenticeship? It was \$4,000. Well, I do not believe, with all the money that is put in from the employers and the employees in this state that \$1,000 per year for apprenticeship coming out of the State Board for Community and Technical Colleges is enough. I just wanted everyone to know where I stood on that issue.

UNFINISHED BUSINESS:

Case 04-14 - Anthony Doucette / Puget Sound Electrical JATC

CHAIRWOMAN NICHOLS: Next. Under unfinished business we have Anthony Doucette, Puget Sound Electrical JATC. Any comments on this?

COUNCILMEMBER LINK: Madam Chair, I think under this case that we should compliment the program for following our wishes in a very timely manner and go on about our business.

CHAIRWOMAN NICHOLS: Is that a motion or just a suggestion?

COUNCILMEMBER LINK: Well, I don't need a motion, I don't believe. We've already sent a direction.

CHAIRWOMAN NICHOLS: Are there any other comments from other councilmembers regarding this? Great. I concur. Thank you.

NEW BUSINESS:

Proposed Committees:

1. PUGET SOUND ENERGY/UA LOCAL 32 GAS OPERATIONS APPRENTICESHIP COMMITTEE

Heating & Ventilation Technician (natural gas only) (DOT 637.261-018) 4,000 hours

M/S/C to approve

New Standards:

NONE

Revised Standards:

2. BOEING/IAM JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Cover - Change terms of each occupation throughout the standards

Section II: Minimum Qualifications

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

Section XI: Committee - Responsibilities and Composition

M/S/C to approve

3. CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE

ADD new occupation: Meter Technician DOT 729.281-014 6,000 Hours

Section II: Minimum Qualifications

Section VI: Ratio of Apprentices to Journey Level Workers

Section VIII: Work Processes

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Pulled from the agenda

4. HAIR WE ARE LLC

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

5. NESPELEM VALLEY ELECTRIC COOPERATIVE, INC.

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve

6. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

7. PACIFIC POWER & LU 125 JATC, LINEMAN

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to move to "ADMINISTRATIVELY APPROVED"

8. PACIFIC POWER & LU 125 JATC, METER TECHNICIAN

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to move to "ADMINISTRATIVELY APPROVED"

9. PACIFIC POWER & LU 125 JATC, SUBSTATION WIREMAN

Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to move to "ADMINISTRATIVELY APPROVED"

10. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COUNCIL

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

11. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS, REFRIGERAION AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

12. SEATTLE AREA ROOFERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

M/S/C to approve

13. SEATTLE HEAT AND FROST INSULATORS AND ASBESTOS WORKERS APPRENTICESHIP COMMITTEE

Change Term of Apprenticeship from 8,000 to 10,000 throughout the Standards.

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VII: Wage progression

Section VIII: Work Processes

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

14. SEATTLE/TACOMA MILLMEN AND CABINET MAKERS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VIII: Work Processes

Pulled from the agenda

15. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section X: Administrative/Disciplinary Procedures

Program request to be pulled from the agenda

16. WESTERN STATES ENGINEERS TRANING INSTITUTE

Section II: Minimum Qualifications

Section IX: Related Supplemental Instruction

M/S/C to approve with changing "Safety Meeting: to "Safety Training"

17. WESTERN WASHINGTON OPERATING ENGINEERS APPRENTICESHIP COMMITTEE

Name change **FROM** above **TO: OPERATING ENGINEERS REGIONAL TRAINING PROGRAM JATC**

Intro Paragraph

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VII: Apprentice Wages and Wage Progression

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

Cancellation of Apprenticeship Committees:

NONE

Cancellation of Apprenticeship Standards:

18. CITY OF TACOMA LIGHT DIVISION APPRENTICESHIP COMMITTEE (sponsor request)

M/S/C to approve (Council direction for L&I and the coordinators to work with this program to bring them back in the future. A meeting is set with Tacoma Monday.)

19. GOLDENDALE ALUMINUM COMPANY, INDUSTRIAL MAINTENANCE ELECTRICIAN (department request)

M/S/C to approve

20. GOLDENDALE ALUMINUM COMPANY, INDUSTRIAL MAINTENANCE MILLWRIGHT (department request)

M/S/C to approve (bankrupt)

Cancellation of Apprenticeship Occupation (only):

21. NW OREGON AND SW WASHINGTON SHEET METAL WORKERS APPRENTICESHIP JATC (#242) - MARINE SHEET METAL WORKER only (sponsor request)

M/S/C to approve

22. OREGON & SOUTHWEST WASHINGTON MASON TRADES APPRENTICESHIP COMMITTEE (#82) - POINTER, CLEANER, CAULKER only (sponsor request)

M/S/C to approve

23. OREGON & SOUTHWEST WASHINGTON CARPENTERS JATC REGION 10 - MAINTENANCE MILLWRIGHT (#109) (sponsor request)

M/S/C to approve (this was the program's only occupation left)

ADMINISTRATIVELY APPROVED REVISIONS:

STANDARDS

- 24. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE , THE**
Section VII: Apprentice Wages and Wage Progression
- 25. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON EQUIPMENT OPERATOR**
Section XI: Committee – Responsibilities and Composition
- 26. COWLITZ AND WAHKLAKUM COUNTIES ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**
Section VII: Apprentice Wages and Wage Progression
- 27. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
- 28. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE**
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
- 29. WESTERN WASHINGTON SHEET METAL JATC**
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to approve items 24 – 29 and 7, 8, 9

COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/COORDINATOR

- 30. CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 31. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1**
Section XI: Committee – Responsibilities and Composition
- 32. CITY OF OLYMPIA WASTEWATER TREATMENT PLANT OPERATOR/ APPRENTICESHIP COMMITTEE**
Name change to: **LOTT Alliance Wastewater Treatment Operator Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
- 33. CLARK COUNTY PUD NO 1**
Section XI: Committee – Responsibilities and Composition
- 34. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON – HEATING/AIR CONDITIONING INSTALLER SVCR**
Section XI: Committee – Responsibilities and Composition
- 35. COWLITZ AND WAHKLAKUM COUNTIES ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition

- 36. ENERGY NORTHWEST INDUSTRIAL MAINTENANCE ELECTRICIAN (ENIME)**
Section XI: Committee – Responsibilities and Composition
- 37. FRANKLIN PUD LOCAL 77 IBEW APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 38. GLAZIERS ARCHITECTURAL METAL & GLASSWORKERS COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 39. GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 40. INLAND EMPIRE PLUMBING AND PIPEFITTING INDUSTRY APPRENTICESHIP TRAINING COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 41. INLAND NORTHWEST MASONRY JATC**
Section XI: Committee – Responsibilities and Composition
- 42. NORTHWEST AUTOMOTIVE HEAVYDUTY EQUIPMENT APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 43. PENINSULA LIGHT COMPANY**
Section XI: Committee – Responsibilities and Composition
- 44. PUGET SOUND ELECTRICAL JATC**
Section XI: Committee – Responsibilities and Composition
- 45. SEATTLE AREA PLUMBERS, HSG PLUMBERS, PIPEFITTERS, REFRIGERATION, & MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE**
Section XII: Subcommittee
Section XIII: Training Director/Coordinator
- 46. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
- 47. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 48. SPOKANE HOME BUILDERS ASSOCIATION, INC. APPRENTICE COMMITTEE**
Name Change to: **Spokane Home Builders Association Apprenticeship Committee**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 49. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee

50. WESTERN WASHINGTON OPERATING ENGINEERS APPRENTICESHIPCOMMITTEE Name change to: **Operating Engineers Regional Training Program JATC**

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

*M/S/C to approve items 30 - 50*Reciprocal Standards:**51. APPROVED – NONE****52. RECOGNITION OF OREGON APPROVED STANDARDS PER RECIPROCAL AGREEMENT** (current Washington State approved standards for Oregon based programs will be cancelled upon recognition of Oregon approved standards):

Washington Equivalent	PGM	Occupation	DOT	Term	RSI	Oregon Equivalent	MA
Program Review for WSATC JAN '05							
Int'l Union of Elevator Constructors #23	1370	General Journeyman Elevator Mechanic	825.361-010	9250	144	OR SW WA Elevator Industry	1047
NW OR & SW WA Sheet Metal	242	Sheet Metal Worker	804.281-010	10000	192	Portland Sheet Metal Workers	1028
NW OR & SW WA Sheet Metal	242	Sheet Metal Worker & Service Technician, Residential	804.281-010	6000	192	Portland Sheet Metal Workers	1028
NW OR & SW WA Sheet Metal	242	Sheet Metal Worker Service Systems Tech, OR Lic CI B	804.281-010	9000	192	Portland Sheet Metal Workers	1028
OR & SW WA Mason Trades	082	Brick/Tile/Terrazzo & Marble Finisher	861.664-500	2000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Bricklayer	861.381-018	6000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Bricklayer / Masonry Restoration	861.381-018	6000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Marble Setter	861.381-030	6000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Terrazzo Worker	861.381-046	6000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Tile, Terrazzo, Brick & Marble Finisher	861.664-500	2000	144	OR SW WA Mason Trades	1008
OR & SW WA Mason Trades	082	Tilelayer	861.381-054	6000	144	OR SW WA Mason Trades	1008
SW WA Metal Trades Pipefitters	555	Pipefitter	862.261-010	8000	216	OR SW WA NW CA Metal Trades Pipefitters	1043
SW WA Plumbers	556	Plumber	862.381-030	10000	216	OR SW WA NW CA Plumbers	1070
SW WA Steamfitters	557	Steamfitter - Class B OR License	862.381-018	10000	216	OR SW WA NW CA Steamfitters	1071
SW WA Steamfitters	557	Steamfitter - No OR License	862.381-018	10000	216	OR SW WA NW CA Steamfitters	1071

M/S/C to approve item 52

GOOD AND WELFARE

COUNCILMEMBER JOHNSON: Madam Chairwoman, I'd like to make a motion in reference to the Helmets to Hardhats program. I won't go through the lengthy reading of the resolution since that's already in the record, but that this council adopt the resolution as direct entry language for any program who wishes to participate; that the signature pages be circulated so all state-approved apprenticeship programs may sign on to the Helmets to Hardhats program; that a copy of the resolution be forwarded with a letter from the director of apprenticeship and be submitted to the Governor's office, on behalf of the Council, requesting the Governor's endorsement and signature.

COUNCILMEMBER LINK: Second.

CHAIRWOMAN NICHOLS: Great. If anyone would like to talk to this motion.

MR. GILCHRIST: Jack Gilchrist, representing the Helmets to Hardhats program. Thank you, Dave, for putting that forward. I just wanted to say thank you to the Council. As far as the signatures are concerned, John Littel has volunteered to gather the signatures of the coordinators, and so if this passes, he'll get with that right away. And I want to thank John for that. And as everybody knows, Helmets to Hardhats program is a nationwide program. We would be the third state to do the resolution, but we have now placed - as of August, we had placed 15,000 people coming out of the service into apprenticeship programs nationwide.

CHAIRWOMAN NICHOLS: Thank you very much, Jack. Any other comments? We have a motion and a second. All in favor?

THE COUNCIL: Aye.

CHAIRWOMAN NICHOLS: Opposed? The motion passes.

COUNCILMEMBER JOHNSON: Madam Chair, please enter into the record that was a unanimous decision.

CHAIRWOMAN NICHOLS: That was a unanimous decision. Right. Any other issues or comments from councilmembers or the public? We're adjourned.

Adjourned at 9:55 a.m.

DATE AND LOCATION OF NEXT MEETING:

APRIL 21 - 22, 2005
LAKEWAY INN AND CONFERENCE CENTER
BELLINGHAM, WASHINGTON

FUTURE MEETING SITES:

JULY 2005	VANCOUVER
OCTOBER 2005	CHELAN
JANUARY 2006	TUMWATER